

EDITH CAVELL LOWER SCHOOL

ANTI-BULLYING POLICY

Introduction

Bullying is an act of aggression, causing embarrassment, pain or discomfort to someone. It can take a number of forms; physical, verbal, making gestures, extortion and exclusion. It is an abuse of power. It can be planned and organised, or it may be unintentional. It may be perpetrated by individuals or by groups of pupils over a period of time.

Aims and objectives

Bullying is wrong and damages individuals. We do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable. We do this through planned learning experiences and opportunities, using the Cambridgeshire Primary Personal Development Programme, following activities for Anti-bullying week and Values Education, and in other areas of school life such as, assemblies, Collective Worship, Sports Day, Circle time, play time and lunch time activities.

We aim, at Edith Cavell, to produce a safe and secure environment where all can learn without anxiety.

This policy aims to produce a consistent school response to any bullying incidents that may occur.

The role of governors

The governing body supports the Head teacher, in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur, are taken very seriously and dealt with appropriately.

The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the Head teacher to keep accurate records of all incidents of bullying and to report to the governors about the effectiveness of school anti-bullying strategies. The Head teacher produces a Head teacher report for all full governing body meetings that contains this information.

The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the Head teacher and asks her to conduct an investigation into the case and to report back to a representative of the governing body. This would follow the normal complaints procedure.

The role of the Head teacher

It is the responsibility of the Head teacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The Head teacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

The Head teacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Head teacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Head teacher may decide to use circle time or assembly as a forum in which to discuss with other children why this behaviour was wrong, and the consequences of their behaviour. The school values also help to promote a positive ethos to the school environment.

The Head teacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

The Head teacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour

The role of Staff

Staff in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. Each class has a Code of Conduct to promote positive behaviour, and the children are regularly reminded of the school 'golden rules'.

If teachers witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the Head teacher, the teacher informs the parents of both the bully and the victim. Children also have access to the school, Learning Mentor.

We keep an anti-bullying logbook in the school office where we record all incidents of bullying that occur outside lesson time, either near the school or on the children's way home or to school. If any adult witnesses an act of bullying, they should complete a cause for concern record and this will then be recorded in the logbook. This logbook is on the computer system and is reported to the LA.

If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and consequences for the child who has carried out the bullying. We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future. If a child is repeatedly involved in bullying other children, we inform the head teacher and the school Inclusion Lead. We then invite the child's parents into school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the head teacher or Inclusion Lead may contact external support agencies such as the Service for Emotional and Behavioural Support.

When appropriate, teachers attend school based or external training. Training enables teachers to become equipped to deal with incidents of bullying and behaviour management.

Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

The role of parents

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. If they are dissatisfied, they can contact the Head teacher and follow the School's complaints procedure.

Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

Monitoring and review

This policy is monitored regularly by the Head teacher, who reports to governors about the effectiveness of the policy.

This anti-bullying policy is the governors' responsibility and they review its effectiveness annually. They do this by examining the school's anti-bullying logbook, and by discussion with the Head teacher. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.